

Connecticut General Assembly Permanent Commission on the Status of Women



FY 2004/05 Annual Report
to the Governor
and the General Assembly

The Permanent Commission on the Status of Women (PCSW) was created in 1973 by an act of the Connecticut General Assembly. Under Sections 46a-1 through 46a-6 of the Connecticut General Statutes, a seventeen member Commission, staff, and volunteers work to eliminate sex discrimination in Connecticut.

Five Commission members are appointed by the Governor, four are appointed by the Speaker of the House, and four are appointed by the President Pro Tempore of the Senate. These members are unpaid and serve five-year terms. Co-Chairs and ranking members of the Judiciary committee also serve on the Commission.

As required by statute, the PCSW studies all matters concerning women; informs the leaders of business, education, and government about the nature and scope of sex discrimination; serves as a liaison between government and private interest groups concerned with services for women; promotes consideration of qualified women to all levels of government positions; and works with state agencies to assess programs and practices as they affect women (C.G.S. 46a-4).

appointed commissioners

Susan O. Storey, Chair, was appointed to the Commission in 2000 by Governor John G. Rowland to complete the term for Karen Giblin. She was reappointed by Governor John G. Rowland in 2001. **Cindy R. Slane, Vice Chair**, was first appointed in 1996 by Governor John G. Rowland and was reappointed in 2000, again by Governor John G. Rowland. She was reappointed in 2005 by Governor M. Jodi Rell. **Jean L. Rexford, Treasurer**, was appointed to the Commission in 2002 by Senate President Pro Tempore Kevin Sullivan. **Robin L. Sheppard, Secretary**, was also appointed by Senate President Pro Tempore Kevin Sullivan in 2002. **Marcia A. Cavanaugh** was appointed to the Commission in 1998 by Governor John G. Rowland and was reappointed by Governor M. Jodi Rell in 2004. **Anne Dailey** was appointed in 1999 by Governor John G. Rowland. **Barbara DeBaptiste** was first appointed to the Commission in 1995 by Senate President Pro Tempore M. Adela Eads and was reappointed in July 2000 by Speaker of the House Moira K. Lyons. **Adrienne Farrar Houel** was appointed in 2003 by Speaker of the House Moira K. Lyons. **Sandra Hassan** was appointed by Governor John G. Rowland in 2003. **Patricia T. Hendel** was first appointed to the Commission by Governor William A. O'Neill in 1986, was reappointed in 1991 by Governor Lowell P. Weiker, Jr., and was reappointed again by Speaker of the House Thomas D. Ritter in 1996. In 2001 she was reappointed by Speaker of the House Moira K. Lyons. **Tanya Meck** was appointed in 1998 by Senate President Pro Tempore Kevin Sullivan and was reappointed in 2002. **Carrie Gallagher** was appointed to the Commission in 2003 by Speaker of the House Moira K. Lyons. **Patricia E.M. Whitcombe** was appointed by Senate President Pro Tempore Kevin Sullivan in 2001.

front cover - PCSW's Tradeswomen of the future - top left, PCSW staffer Leslie J. Gabel-Brett with granddaughters Sophie and Dawn; top right - Andee and Anai, daughter and granddaughter of PCSW staffer Lillie Wright; middle - PCSW staffer Natasha M. Pierre with daughter Zoe; bottom left and middle - Amelia, Julia (middle) and Melissa, granddaughters and daughter of PCSW staffer Barbara Potopowicz; PCSW staffer Rosemary Lopez with daughter Christina

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This Annual Report was published by PCSW Public Information Officer,
Barbara Potopowitz, with information and data provided by the entire PCSW staff.



l to r: Robin Sheppard, Susan O. Storey, Cindy R. Slane, Jean Rexford

commission officers

Susan O. Storey, Esq. served as Commission Chair in 2004/2005. She graduated with honors from Mount Holyoke College and received her Juris Doctorate from the University of Connecticut School of Law. In 1984, she joined the Connecticut Division of Public Defender Services as the supervisory attorney for the Hartford Juvenile Defender Office after serving as a staff attorney at the Legal Aid Society of Hartford. She subsequently practiced as a trial attorney at the Hartford and Middlesex Judicial Districts and in the statewide Capital Defense Unit. She was appointed Deputy Chief Public Defender in 1994. She is a member of the Connecticut Bar Association, the American Council of Chief Public Defenders, the National Association of Criminal Defense Lawyers, the Connecticut Criminal Defense Lawyers Association, and the Connecticut Bar Foundation-James Cooper Fellows.

Cindy R. Slane, Esq., PCSW's Vice Chair in 2004/2005, was appointed to the Commission to fill one of the two Commission seats that, by statute, must be held by law professors. She chaired the Commission from 2000-2002, and has served one term as PCSW's Treasurer and three terms as Commission Vice Chair and Legislative Committee Chair. She is also the Chair of PCSW's Fourth Congressional District Advisory Council. A former high school humanities teacher, Professor Slane is a graduate of Douglass College and Yale Law School. She was a member of the trial department at Day, Berry & Howard before joining the faculty at Quinnipiac University School of Law, where she is now an Assistant Professor of Clinical Law and Director of Field Placement Programs. She is admitted to practice in the State of Connecticut and the State of New York, and before the United States Supreme Court. Professor Slane is a James W. Cooper Fellow of the Connecticut Bar Association, and is a member of the Connecticut Bar Association, the American Bar Association, the Clinical Legal Education Association, and the Federal Bar Council. She serves on the Connecticut Bar Association's Committee on Professional Ethics and the State of Connecticut's Legal Internship Committee.

Jean Rexford was Treasurer of the PCSW in 2004/2005 and served on the Legislative Committee. Jean is the Executive Director of Connecticut Patients' Rights and the CT Center for Patient Safety. She is also Program Chair of the CT Health Foundation, is a member of the Democracy Works board and the Planned Parenthood Public Policy Fund, and is Treasurer of Impact.

Robin L. Sheppard, PCSW Secretary in 2004/2005, has completed her 31st year at Trinity College where she is a tenured Professor of Physical Education. After serving as the Head Field Hockey and Lacrosse Coach for 25 years, Ms. Sheppard retired from coaching following the 1998-99 academic year to assume full-time duties as the Associate Athletic Director and senior woman administrator in the athletic department. She also serves as the athletic liaison with the Office of Student Services and this year was appointed Assistant Director to the First Year Program where she will continue to teach an annual First Year Seminar and serve as an academic advisor to first year and sophomore students. Ms. Sheppard has been inducted into the Connecticut Field Hockey Hall of Fame, the National Field Hockey Coaches Association Hall of Fame, and the All Sports Museum of Southern New Jersey. Athletic Management Magazine honored her as an administrator in 1998 and the Institute for International Sport in Rhode Island named her an International Sports Fellow in 2001. Ms. Sheppard is a member of the National Association of Collegiate Women Athletic Administrators and serves on the NCAA Division III Field Hockey Committee.

commissioners

Marcia A. Cavanaugh served as Chair of the Special Projects Committee and is Treasurer of the Foundation for Connecticut Women. An alumna of Bay Path College and the Williams College School of Banking, she is a First Vice President of Trust Company of Connecticut, a Division of NewAlliance Bank in New Haven. She is a member of the Development Committee of Gaylord Hospital and Chair of its Planned Giving Committee. She is a member of the Quinnipiack Club and a Governor of the Club. Mrs. Cavanaugh is a past President of the New Haven Kiwanis Club, a Director in Perpetuity of the New Haven Colony Historical Society, past President and Executive Director of the Connecticut Estate & Tax Planning Council, as well as a member of the Advisory Board of the Women's Seamen's Friend Society of Connecticut, Inc.

Anne Dailey, Esq. has clerked for Judge Jose A. Cabranes of the United States District Court for the District of Connecticut. She has taught at the University of Connecticut School of Law since 1990. In addition to teaching courses on family law, constitutional law and women and the law, Professor Dailey's current research focuses on the relevance of child development research to legal doctrine and theory. Professor Dailey's published work has appeared in the *Virginia Law Review*, the *Duke Law Journal* and the *University of Pennsylvania Law Review*.

Barbara DeBaptiste is Chair of the Public Information/Talent Bank Committee and previously served as Chair of the PCSW. She also serves as Chair of the Advisory Council in the 5th Congressional District for the PCSW. Ms. DeBaptiste is an at-large board member of the National Association of Commissions for Women (NACW) and the CT Federation of Business and Professional Women. She is a Trustee for the Long Wharf Theater, a Corporator of the Klingberg Family Centers and is a founding member and Honorary Chairperson of Covenant to Care, Inc. She is a past National President of the National Coalition of 100 Black Women and is a founder, as well as the State President, of the coalition's Connecticut Chapter. She is Program Chair of the Nutmeg Chapter of the American Business Women's Association. Ms. DeBaptiste is on the Board of Directors of the Women's Campaign school at Yale University. She was the first African American to serve as moderator for the Connecticut Conference of the United Church of Christ and has served as the Assistant District Governor for District 7980 Rotary International. She is also a member of the Advisory Committee on African American Issues of Communities of Color, and the Community Foundation for Greater New Haven.

Adrienne Farrar Houël is Director of Research and Development for Action for Bridgeport Community Development, Inc. In addition, she is a Partner in the Sable Group Inc., a Connecticut-based consulting firm, heading the Public Service/Not-for-Profit Sector practice. Also, with seed money from the Sable Group, Ms. Farrar Houël formed the Fairfield County Housing Partnership, Inc. and is its Executive Director. She serves as Secretary of the Board of Directors of Community Capital Fund, Vice Chair of the Bridgeport Economic Development Corporation, Marketing Chair of the Eastern Fairfield County United Way as well as Nominating Committee Chair of the Connecticut Trails Council of Girl Scouts. She also serves on the boards of the Bridgeport Chamber of Commerce, and the Greater Bridgeport Area Council of Churches, and on the Board of Trustees of the Connecticut Trust for Historical Preservation. A 1973 graduate of Harvard Business School, Ms. Farrar Houël worked in the areas of Real Estate Development and Marketing while living in France, Russia and Ireland for 28 years before returning to the United States and her native Connecticut in 2001.

Sandra Hassan was appointed to the Board of Child Support Regulations in September 2003 by Governor John G. Rowland. She holds an MSW from UConn School of Social Work and was employed by the Department of Children and Families as a social work supervisor until June 2003. Currently, Ms. Hassan is a social work supervisor with the Hogar Crea drug treatment program for women in Hartford. In addition, she has done freelance writing for magazines.



l to r: Sandra Hassan, Adrienne Farrar Houel, Barbara DeBaptiste, Anne Dailey, and Marcia Cavanaugh



l to r: Patricia T. Hendel, and Tanya Meck, Carrie Gallagher Sussman, and Patricia E.M. Whitcombe

Patricia T. Hendel has previously served as Chair of the PCSW and currently serves on the Special Projects Committee. A resident of New London, she is a former State Representative from the 40th District (New London and Groton). Currently, she is President of the NACW Fund, Inc. Ms. Hendel was President of the National Association of Commissions for Women, a nonpartisan organization composed of state, regional, county and local commissions through the United States, Puerto Rico and the Virgin Islands. Ms. Hendel has served on the Steering Committee of the National Council of Women's Organizations, an umbrella organization of over 130 national women's organizations. Previously, she was Executive Director of H.O.P.E. Inc., an organization devoted to providing affordable housing to low and moderate-income persons. Ms. Hendel holds a Bachelor's degree from Barnard College and a Masters degree from Connecticut College in economics, with an emphasis on public finance. Ms. Hendel's activities include the Women and Girls Fund of Southeastern Connecticut, the League of Women Voters, and the Connecticut Early Music Society.

Tanya Meck is the immediate past Commission Chair and previously served as the Vice Chair and Secretary. Tanya Meck is the founder and owner of MB Associates, LLC, a non-profit and political fundraising firm. Prior to establishing her consulting business, Ms. Meck served as the Assistant Secretary of the State and Chief of Staff for Secretary of the State of Connecticut Susan Bysiewicz. From 1996-1998 she was the Director of Development for the Connecticut Women's Education and Legal Fund (CWEALF). Ms. Meck is a Phi Beta Kappa and Summa Cum Laude graduate of Drew University where she was an All-American athlete. She earned her Master's Degree in Public Policy Studies from Trinity College and coached field hockey and women's lacrosse. Listed in Who's Who of American Women, Ms. Meck is the Vice Chairperson, and immediate past Chair of the West Hartford Planning and Zoning Commission, an on-air fundraiser for Connecticut Public Television, and serves on the Board of Directors of the Women's Campaign School at Yale where she chairs the Development Committee.

Carrie Gallagher Sussman served on the Public Information/Talent Bank Committee. She is Program Director of Keep America Beautiful, Inc., national nonprofit organization headquartered in Stamford. In this position she utilizes both her successful corporate and entrepreneurial business experience and her background in nonprofit organization management and program development. Ms. Sussman is a Vice President of the Virginia Gildersleeve International Fund Board of Directors and is Convener of its Project Grants Committee. Additionally, Ms. Sussman is a member of the national International Affairs Committee of the American Association of University Women and has served as the AAUW CT State President, and as the national Program Vice President. Ms. Sussman received her baccalaureate degree in Speech and Education from the State University of NY at Brockport.

Patricia E. M. Whitcombe, M.D. is a practicing obstetrician/gynecologist at Women's Health Associates, P.C and a founder of the Connecticut Childbirth and Women's Center, the state's only midwifery-run freestanding birthing center. She received her M.D. from the University of Connecticut School of Medicine and earned her Bachelor of Sciences at Yale College. Dr. Whitcombe was born in Habana, Cuba and grew up in San Juan, Puerto Rico. She has been involved with community organizations including the Girl Scout Council of Southwestern Connecticut, the Latino Scholarship Fund, and the American Cancer Society. Her professional affiliations include the American Medical Association, the American College of Obstetricians and Gynecologists, and the American Medical Women's Association. Dr. Whitcombe has been named several times to the "Best Doctors of America, Northeast Region."

Senator Andrew J. McDonald, Democrat for the 27th District, was elected to the State Senate in November 2002. He is the Deputy Majority Leader and Senate Chair of the Judiciary Committee. Senator McDonald is also a member of the Education, Finance, Revenue and Bonding, and Transportation Committees, and a member of the Transportation Bonding Subcommittee.

Senator John A. Kissel, Republican from the 7th Senate District, is serving his seventh term as Senator and is the Deputy Minority Leader. Senator Kissel is Senate Ranking Member of the Judiciary Committee, the Human Services Committee, and the Select Committee on Aging. He is also a member of the Regulation Review Committee.

Representative Michael P. Lawlor, Democrat, 99th District, is serving his tenth term as a member of the House of Representatives. Representative Lawlor is House Chair of the Judiciary Committee, and is a member of the Government Administration and Elections Committee and the Program Review and Investigations Committee.

Representative Robert Farr, Republican, 19th District, was elected to the House of Representatives in 1981. Representative Farr is the Ranking Member of the Judiciary Committee, and is a member of the Children's and GAE Committees.

report of the chair .. susan o. storey



Carmen (not her real name) is in my office. She's only 24, but today she looks closer to 40. She is wearing blue jeans, a grey prison-issued sweatshirt that is clean but far too big for her, no makeup, no jewelry, and she looks exhausted. She was released from prison early this morning after serving a sentence for drug possession. The van dropped her off in front of the courthouse in Hartford. She has no money, no transportation, no housing, no health insurance, and only a two week supply of her medication for depression. Her children are in foster care. To have a chance at successful reentry into her community and to regain custody of her children she will need economic security, health and prescription drug benefits, counseling, child care, transportation, employment, and a safe place to live.

Later, after finding a temporary shelter for Carmen, I leave work and drive to an adolescent group home where I'm a mentor. The teenage girl for whom I act as a mentor has no family. She prays for a family to adopt her, but she's fearful that this will never happen. To have a chance for a secure and self sufficient future she will need health care, ongoing therapy for emotional trauma, life-skills training, an education that addresses her special needs, transportation to outside activities, and a safe and stable place to live.

I try to imagine how I would manage if someone dropped me off with nothing in downtown Hartford, or if a court removed me from my home and sent me to live with strangers. I think of the inner strength and the external support that this young woman and this young girl need to become economically and emotionally self sufficient. There are so many barriers that stand in their way. I feel overwhelmed but not hopeless. I know that PCSW is constantly advocating for policies and programs that will improve the lives of women and girls in Connecticut.

PCSW has been making a difference for all women in our state since 1973. While PCSW continues to focus on economic self sufficiency and security, access to quality health care, and pay equity for all Connecticut's women, there is a renewed focus on gender specific policies that affect women and girls in the juvenile and criminal justice systems. In the coming year PCSW will also expand outreach efforts to non-English speaking communities and to women that we suspect are victims of human trafficking.

PCSW is charged with the mandate to review all matters that impact women in Connecticut and to report these findings to the General Assembly. This challenging task is critically important to the physical, emotional, and economic well being of our citizens. PCSW priorities include advocating for affordable and accessible healthcare for women and girls, gender specific behavioral and mental health treatment, non-traditional job training, increased funding for supportive housing and emergency shelters, expanded HUSKY coverage for adults, and diversion programs for non-violent drug offending women. Agency staff provide comprehensive research to the General Assembly on these and other issues so that legislators can make sound, non-discriminatory policy decisions on matters that affect their constituents. PCSW also supports women who wish to advance their careers and the public interest by serving on state boards and commissions and as judges of the Superior Court.

While PCSW can claim many victories, women like Carmen and the teenager in the group home challenge us to do more. I am proud to be part of an agency that is dedicated to meeting this challenge on behalf of all women in our state. PCSW not only listens to the strong voices of Connecticut's successful women, but hears the nearly inaudible voices of those who are powerless.

Susan O. Storey

PCSW Commission Chair

report of the executive director .. leslie j. gabel-brett

Dear Friends:

This fiscal year began on July 1 with the swearing in of M. Jodi Rell as the 87th governor of our state and the second woman ever to hold the office. Gov. Rell promised new energy, integrity and vision for state government. We were proud to work with her and other state leaders in moving forward.

The work of the Permanent Commission on the Status of Women continued to focus on economic security for women, access to quality health care, and fairness in employment and wages. We increased our efforts to address programs and policies affecting women and girls in the criminal justice system, and also increased our efforts to reach out to non-English speaking populations.

We took important steps to expand economic opportunities for women. As we have for many years, we received funding from the CT Department of Labor and Capitol Workforce Partners to conduct a training program for 15 women seeking to enter the building trades, and also a hosted a conference for women in nontraditional occupations. We continued to co-chair an advisory committee on Career Ladders for low wage workers that disbursed approximately \$500,000 for pilot projects to assist workers in the health care and childcare fields. We worked with the Office of Workforce Competitiveness to begin the process of updating the Self-Sufficiency Standard. We also worked with the Foundation for Connecticut Women, created by the PCSW, and the Universal Healthcare Foundation of Connecticut to hire the Women's Union in Massachusetts to create a Health Economic Security Standard for Connecticut. Both of these projects will be completed in FY 2005/2006.



PCSW Executive Director Leslie J. Gabel-Brett

To protect and increase the access of women and girls to comprehensive, quality health care, we continued to convene the Connecticut Women's Health Campaign and to facilitate a strategy group focusing on Medicaid and SAGA coverage. We also were granted Intervenor Status before an Office of Health Care Access (OHCA) review of a request from Lawrence and Memorial Hospital in New London to close down their OB/GYN clinic for low-income women. Because of the issues raised by the PCSW and other advocates for women's health care, OHCA required the hospital to keep the clinic open and develop a new plan for providing services in the future.

The PCSW played a key role in the work of the Interagency Task Force on Trafficking in Persons, convened pursuant to Special Act 04-8 and chaired by Senator Andrea Stillman. We participated in a work group examining services for adolescent girls involved in the criminal justice system. We also continued to co-chair the Sexual Harassment Advisory Committee at the Department of Correction, established by a settlement agreement in a federal lawsuit, and to oversee the work of Judge Beverly Hodgson, the Sexual Harassment Consultant hired pursuant to the terms of the settlement.

The 2004 session of the Connecticut General Assembly produced several important laws that improve the status of women and girls, and a summary of legislative action can be found on p. 24 of this Annual Report. Some highlights include restoration of Medicaid (HUSKY A) eligibility for adults with incomes between 100% and 150% of the federal poverty level; a bill requiring the Department of Social Services to apply for a federal waiver to provide family planning health care to certain low-income adults; laws requiring insurance coverage for certain infertility treatment and breast cancer screening; medical malpractice reform; creation of civil unions for same sex couples; and increases in the minimum wage for 2006 and 2007 that will improve the economic security of entry-level workers, two thirds of whom are women.

We took more steps this year to reach women and girls in non-English speaking communities. We were pleased to collaborate with the Women's Bureau of the U.S. Department of Labor and with the Latino and Puerto Rican Affairs Commission to co-sponsor a program on financial planning, specifically designed for

Latina women. We also hired consultants to translate more of our informational publications and our website home page into Spanish.

Like the community around us, the PCSW traveled through some passages this year: We were very pleased to welcome Christa M. Homola to our staff as a Legislative Secretary. Our Associate Legislative Analyst, Natasha M. Pierre, took maternity leave this year – and we joyfully welcomed her daughter, Zoe Pierre, into the world. We were very grateful for the excellent work of Liza Andrews, who filled in for both Natasha M. Pierre and Special Projects Director Susan H. Hoover for several months of the year. And, finally, our Special Projects Director Susan Hoover took early retirement at the end of the fiscal year to embark on a new adventure with her husband in England. Ms. Hoover had been with the PCSW since 1994 and her contributions to our work have been enormous. We will miss her, and wish her well.

As new life is born and friends and colleagues come and go, our work for equality continues. We thank all the elected officials who work to promote equality, our Commissioners who contribute their time and talents to guide the work of the PCSW, and our colleagues, friends and volunteers who join with us in this important work.

Sincerely,

Leslie J. Gabel-Brett

Executive Director



Leslie J. Gabel-Brett and Susan H. Hoover

fiscal year 2004/2005 annual report to the governor and the general assembly

the connecticut women's agenda, a group of women leaders convened by the PCSW



The Connecticut Women's Agenda is an open forum for representatives of organizations to share information about issues affecting the status of women and their families in Connecticut. Hosted by the Permanent Commission on the Status of Women on a quarterly basis, these meetings have included discussions of health care and welfare policies, violence against women, employment discrimination, economic development, criminal justice and family law. CWA convened for two afternoon legislative strategy meetings in December 2004 and February 2005.

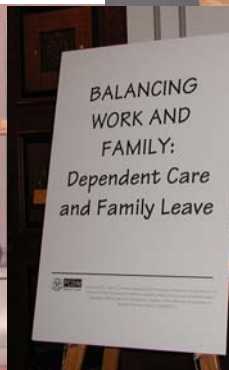
On February 3, 2005, the Connecticut Women's Agenda, the Connecticut Women's Health Campaign, the Connecticut Chapter of the National Association for Women Business Owners, and the PCSW held the 11th Annual Making Women Visible Day at the Capitol. The day included a morning press conference with remarks from the

from top: Susan O. Storey; Attorney General Richard Blumenthal; State Comptroller Nancy Wyman; Lieutenant Governor Kevin Sullivan; State Treasurer Denise Nappier; Senator Judith Freedman; Senator Gayle Slossberg; Legislators and PCSW commissioners at Making Women Visible Day

PCSW Chairperson Susan O. Storey; Secretary of the State Susan Bysiewicz; Treasurer Denise Nappier; Comptroller Nancy Wyman; Attorney General Richard Blumenthal; Senate President Pro Tempore Kevin Sullivan; and State Senator Judith Freedman. The press conference was followed by panel discussions addressing the following three topics:

Balancing Work and Family: Dependent Care and Family Leave –

This panel discussion, which was moderated by PCSW Commissioner Tanya Meck, focused on analyzing various legislative initiatives and current employer programs that provide assistance to families to balance work and family responsibilities. Panelists included: Deputy Speaker of the House Christopher Donovan, 84th District; Dr. Anne Bookman, Ph.D, Executive Director of The MIT Workplace Center; Deborah Cuevas Hill from the National Partnership for Women and Families; Beverley Brakeman from Citizens for Economic Opportunity; Molly Rees Gavin from CT Community Care, Inc.; Attorney Neale Belgrade from the Office of Program Policy, Department of Labor; and Kyra Nesteriak, Government Affairs Manager of the CT Business and Industry Association.



top: Panelists discuss balancing work and family at Making Women Visible Day; bottom: Guest speaker Ann Bookman; Representative Christopher Donovan

Medical Malpractice:

Ensuring Access to

Women's Health Care – This

panel discussion, which was moderated by PCSW Vice-Chair Cindy Slane, focused on the threat to women's health care caused by rapidly rising premiums for medical malpractice insurance, and proposals to reduce premiums. Panelists included: Representative Mary Fritz, 90th District; Insurance Commissioner Susan Cogswell; Dr. Julia A. Cron, an obstetrician/gynecologist; and Lucille Janatka, CEO of MidState Medical Center in Meriden.



top: Lucille Janatka; Panelists Lucille Janatka, Representative Mary Fritz, Cindy Slane, and Insurance Commissioner Susan Cogswell; bottom: Insurance Commissioner Susan Cogswell

**Women Owned Businesses:
Developing Successful
Microenterprises** – PCSW
Commissioner Adrienne Farrar
Houel moderated a discussion
focusing on the concerns of
women business owners. The
panel discussed the status of
the Governor's task force on
contracting and targeted issues
identified by a NAWBO survey
of women business owners.

The survey results showed that
health insurance and excessive
taxes, especially workers' compensation and
unemployment insurance, were the top three concerns
of women business owners.

Panelists included: Deputy Commissioner Jennifer
Smith Turner, Department of Economic and
Community Development; Attorney Melinda Decker,
Associate Legal Counsel in the Office of Governor M.
Jodi Rell; Regina Mead, owner of Paragon Slate
Company and President-Elect of NAWBO-CT
(National Association of
Women Business Owners-CT).



*top: Adrienne Farrar Houel; Melinda Decker; center: The audience
listens to a discussion on microenterprises; bottom: Panelists Leila
Fecho and Regina Mead; panelist Jennifer Smith-Turner*



As part of our presentation on *Making Women Visible Day*, we released a
publication entitled *Balancing Work and Family: A Connecticut Solution*,
which included testimony from the PCSW public hearing held on
December 13, 2004 at New London City Hall.

On June 16, 2005, we hosted the Making Women Visible Spring Dinner at the Officer's Club of the Connecticut State Armory during which we reviewed the successes and disappointments of the 2005 legislative session, and distributed a written summary of legislation affecting the status of women.



top: Town of Plainfield First Selectman Donald Gladding; guests enjoy dinner and speakers; bottom: Hartford Councilwoman rJo Winch; Desiree Brooks from New Haven Legal Assistance & Millie Horosko from The Southwest Connecticut Regional Recycling Operating Committee; PCSW Commissioners Jean Rexford and Cindy Slane

the connecticut women's health campaign, a statewide coalition of organizations working together to protect and improve the health of women and girls in Connecticut

The Connecticut Women's Health Campaign (CWHC) is a coalition of approximately 35 organizations with expertise in women's health. The main goals of CWHC are

- 1) to educate health care providers and policymakers about the health care needs of Connecticut women;
- 2) to shape public/private initiatives and legislation affecting women's and girl's health and
- 3) to maintain a strong unified voice of many diverse women's groups working together.

In 2004/2005, the CWHC was co-chaired by Leslie J. Gabel-Brett of the PCSW and Gayle Kataja of Connecticut Community Care, Inc. Organized in 1994, the CWHC celebrated its tenth anniversary this year.

Every year, the CWHC identifies several legislative priorities that promote or protect the access of women and girls to quality, affordable health care. In 2005, the General Assembly enacted a budget that included the restoration of coverage under Medicaid (HUSKY A) for parents and relative caretakers of children in households with incomes between 100% and 150% of poverty. The majority of adults who will gain coverage as a result of this change will be very low-income single mothers. In addition, the legislature passed a bill requiring the state Department of Social Services to seek a federal waiver to allow the state to provide Medicaid coverage for family planning services to low-income adults up to 185% of poverty who are not otherwise covered for such services. The CWHC worked with other coalitions and organizations to support these important measures.

The CWHC also co-sponsored Making Women Visible Day which took place on February 3 at the Legislative Office Building. Member organizations had information tables that day in the concourse between the Legislative Office Building and the State Capitol. CWHC published and distributed a "Briefing Book" with information about topics such as eating disorders among women and girls; community support services for women with disabilities; and the significance of trauma as a factor in behavioral health treatment for women and girls.

As part of the program for the day, the CWHC also co-sponsored a panel discussion about medical malpractice reform. Speakers included **Commissioner Cindy R. Slane**, Professor, Quinnipiac School of Law, moderator; **State Representative Mary Fritz**, Deputy Speaker of the House; **Susan Cogswell**, Commissioner, CT Department of Insurance; **Dr. Julia Cron**, an obstetrician/gynecologist in practice in New Haven; and **Lucille Janatka**, President and CEO of MidState Medical Center in Meriden.



the women's economic development initiative (WEDI), a coalition of advocates, legislators, leaders in government and the business community that collaborate to create and enhance economic development for women business owners in Connecticut

On September 9, 2004, WEDI sponsored its 6th annual Entrepreneurs Day at the Legislative Office Building in Hartford. Under the theme *Stay Connected!* over 100 women convened to discuss the MEHIP health insurance plan, workers' compensation and unemployment insurance.

Speakers and panelists included Secretary of the State Susan Bysiewicz; State Comptroller Nancy Wyman; Susan Sweeney, Office of the State Treasurer; Leslie Mills, President of the National Association of Women Business Owners - CT Chapter and President of Griswold Special Care; Regina Mead, Owner, Paragon Slate Company; M. Linda Phillips, Managing Partner, SOS Technology Group; Tina McQuiggan, CT Department of Labor; and Tom Taggart, State Department of Insurance.

The Permanent Commission on the Status of Women partnered with the US Department of Labor, Women's Bureau to host the event. Sponsors included the CT Department of Transportation; the African-American Affairs Commission; A Victorian Sentiment, Bed & Breakfast and Spa; CT Procurement Technical Assistance Program; Entrepreneurial Center, HCW/University of Hartford; National Association of Women Business Owners, CT Chapter; SOS Technology Group, LLCUS; and the U.S. Small Business Administration.

congressional district advisory councils (CDACs), a group of women and men who are leaders in their community and are interested in issues that affect the status of women and girls in Connecticut.

The Fall 2004 and Spring 2005 series of CDAC meetings focused on the issue of sex and labor trafficking of women and girls.

The CDAC in the 1st Congressional District is chaired by PCSW Commissioner Robin L. Sheppard and co-chaired by Theresa Freeman of the Connecticut State Police. Christine Bettencourt-Neves hosted the November 17, 2004 meeting at The Hartford Courant.

The CDAC in the 2nd Congressional District is chaired by PCSW Commissioner Patricia T. Hendel and co-chaired by Catherine Young-Sebastian, Airport Manager for Groton-New London Airport. Catherine Young-Sebastian hosted the meeting at the airport on September 21, 2004.

The CDAC in the 3rd Congressional District is chaired by PCSW Commissioner Adrienne Farrar Houel and co-chaired by Norman Brody of Yale Medical School. The September 28, 2004 dinner meeting, hosted by Norm Brody, was held at Yale Medical School.

The CDAC in the 4th Congressional District is chaired by PCSW Commissioner Cindy R. Slane and co-chaired by Brenda Culpepper of Ready Kids, Inc. Pam Koprowski hosted the meeting at the Tully Health Center of Stamford Hospital on November 8, 2004.

The CDAC in the 5th Congressional District is chaired by PCSW Commissioner Barbara DeBaptiste and co-chaired by Shirley Nwachukwu of the Department of Labor. Rona Rothhouse hosted the October 25, 2004 meeting at the Women's Center in Danbury. The only Spring CDAC meeting in 2005 was also held in the 5th Congressional District at the Girl Scouts office in North Haven on May 2, 2005.

Girls and Tech Expo

On Wednesday, October 20, 2004, approximately 150 seventh-grade girls participated in the Girls and Tech Expo in Southeastern Connecticut. This Expo had two goals: to introduce the girls to women who work in technology-related careers and to companies in Connecticut where they could work when they complete their education. The PCSW partnered with CWEALF, AAUW, Dominion Nuclear, and the Coast Guard Academy on this event.

Trafficking of Women and Children

The Interagency Task Force on Trafficking in Persons was established in 2004 by Special Act 04-8 to study the existence of human trafficking throughout Connecticut. Senator Andrea L. Stillman chairs the Task Force and the PCSW provides administrative support. The Task Force convened in October 2004 and is comprised of twenty-five members including elected officials, law enforcement officials, leaders of state agencies, community-based advocates and providers of social services. Two Committees, the Law Enforcement Committee and the Victim Services Committee, were formed to address specific aspects of human trafficking.

Convened in October 2004, the Task Force met six times this fiscal year. The task force is required to collect data on the nature and extent of human trafficking in Connecticut; investigate collaborative models for protecting victims of trafficking; identify federal, state and local programs that provide services to victims of trafficking; evaluate approaches to increase public awareness of trafficking; and analyze existing state criminal statutes for their adequacy in addressing trafficking.

The Task Force will continue to meet through December 2005 and will make its final recommendations to the General Assembly by January 2006.

Apprenticeship Day at the Capitol

The State Apprenticeship Council coordinated this day, held on March 24, 2005, to increase legislators' awareness of the state registered Apprenticeship Program. The day included a breakfast for legislators and displays in the lower concourse of the Legislative Office Building. PCSW's display featured women apprentices from Connecticut, represented in posters and in person.



Frank DaCato of the Plumbers and Pipefitters Local 777 and NEW Program Training Coordinator Doreen Fredette at Apprenticeship Day



Veteran Feminists of America

VFA is a nonprofit organization for veterans of the Second Wave of the feminist movement. The Connecticut Chapter is co-chaired by Attorney Helen Z. Pearl, who is also a founding mother of the PCSW and Shelia Tobias, former Associate Provost at Wesleyan University.

The Veteran Feminists of Connecticut held an event on Saturday, April 16, 2005 at the Radisson Hotel in Cromwell. The program included two consecutive intergenerational dialogue sessions in the

afternoon, a reception, and an awards dinner in the evening. The panel topics included *Reproductive Rights and Politics; Feminism and Work: Paid, Unpaid and Underpaid; and Roles and Images of Women: Sports, Popular Culture, the Arts.*

PCSW Commissioner Robin L. Sheppard and Executive Director Leslie J. Gabel-Brett were presenters on the Intergenerational Dialogue panels. PCSW Commissioner Barbara DeBaptiste was among the women honored for her activism during the Second Wave of feminism. Other individual honorees were Audrey Beck, Suzanne

top to bottom: Lucille Dickess; Catherine Roraback and Susan H. Hoover; Susan Yolen; Joyce Kathan; Betty Hudson and Ruth Mantak

Benton, Kay V. Bergin, Ruthe Boyea, Donna Brunstad, Shirley Bysiewicz, Alice Chapman, K.D. Codish; Connie Comfort, The Rev. Dr. Davida Foy Crabtree, Ida Davidoff, Thomas I. Emerson, Terry Ferguson, Rev. Elizabeth Frazier, Carolyn Gabel-Brett, Beth Gibbs, Ella T. Grasso, Fredrica Gray, Ann Hill, Rhea Hirshman, Betty Hudson, Barbara G. Lifton, Nancy Lister, Ruth Mantak, Mary McDaniel, Susan Meredith, Casey Miller, Jeanne Milstein, Minerva Neiditz, Joann Onacki, Christine Pattee, Helen Z. Pearl, Ellen Ash Peters, Judy Pickering, Susan Pogue, Diana Polan, Catherine G. Roraback, Marilyn P. Seichter, Gail Shea, Betty Spalding, Virginia Stuermer, Kate Swift, Suzanne S. Taylor, Sheila Tobias, Elga Wasserman, Alice Williams, and Susan Wolfson. Group honorees included Alert: Women's Legislative Review, Connecticut NOW, The Connecticut Women's Political Caucus, the Math Anxiety Project, the Permanent Commission on the Status of Women, the Connecticut Women's Education and Legal Fund, People for Question Number 1, Sister, New Haven Women's Liberation, the New Haven Women's Liberation Rock Band, Women v. Connecticut, the Yale Non Faculty Action Committee, and Yale Women's Alliance.



top to bottom: Carl McDaniel, Sheila Tobias, Mary McDaniel; Liza Featherstone; Sheila Tobias, Jacqui Ceballos, Gail Shea, Muriel Fox; Helen Z. Pearl; Elga Wasserman, Kay Bergin, Justice Ellen Ash Peters; Catherine Roraback, Eesha Pandit, Susan Yolen, Jennine Gorman, Lucy Goddard

Take Our Daughters and Sons to Work Day

The PCSW presented *Take Our Daughters and Sons to Work Day* for the 13th year on Thursday, April 28, 2005. The Ms. Foundation for Women is the national sponsor of *Take Our Daughters and Sons to Work Day*, an event focused on encouraging young girls and boys to think about future opportunities in both their work and family lives.

This year, the PCSW provided children of state employees with activities that followed the national theme, *Sharing Power and Possibility*. Participants had their pictures taken with Secretary of the State Susan Bysiewicz and Comptroller Nancy Wyman, “voted” on school nutrition, toured the Bushnell Theater, and visited solar panel exhibits provided by the Department of Environmental Protection.

The PCSW collaborates with other state offices and agencies to plan this event each year.



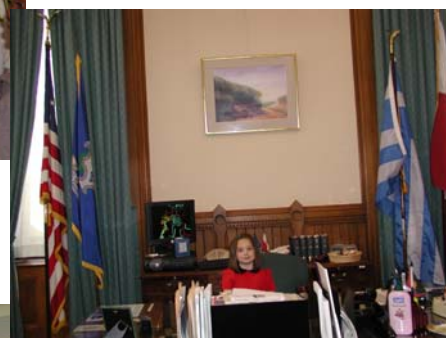
above and right:
Volunteers explain the equipment at the CT-N office; Kids get a tour of the Capitol Press Room



Secretary of the State
Susan Bysiewicz



Kids cast their “vote” on healthy food options in their schools



“Governor” Amelia Green



Senator Eric Coleman
and Leslie Gabel-Brett

Nontraditional Employment for Women (NEW) Program

The PCSW received 2004-2005 funding from the CT Department of Labor and Capital Workforce Partners, Office for Workforce Competitiveness and the Hartford Construction Jobs Initiative to conduct the Nontraditional Employment for Women (NEW) Program. This program has three major components: a prospective apprenticeship training program incorporating "best practices;" technical assistance to employers, unions, and counselors; and an annual *Women in the Trades and Nontraditional Occupations Conference*. Pamela Dove was hired as the Program Administrator and Doreen Fredette was promoted to Training Coordinator. The NEW program staff participates in job fairs, the State Apprenticeship Council, and the Joint Apprenticeship Training Directors Committee of Connecticut, and the National Association of Women in Construction.



2005 NEW Program students with Training Coordinator Doreen Fredette

The recruiting phase for the prospective apprenticeship training program began in the fall and we received approximately 52 applications. An Information Session was conducted with 35 women. Aptitude assessments were conducted with 24 women on December 14th and 23 women were interviewed on January 13th. Fifteen women attended the Orientation for the NEW Prospective Apprenticeship Training Program on February 15th. The 12-week program that was conducted at the Ironworkers Local 15, Hartford, CT began on February 15th.

A graduation dinner was held on May 25th at the *State Armory* and 14 women received certificates of completion at this event. These women were placed in jobs as carpenters, painters, ironworkers, electricians, plumbers and sheetmetal workers.



Women in the Trades and Nontraditional Occupations Conference
Four Points by Sheraton Hotel, Meriden, CT was the site for the 16th annual *Women in the Trades and Nontraditional Occupations Conference* on Saturday, April 9th. Congresswomen Nancy Johnson was the first speaker of the morning, followed by Comptroller Nancy Wyman and Representative Sonya "Sonny" Googins.



top: Congresswoman Nancy Johnson with Kathleen Duncan of the SBA;
bottom: Doreen Fredette, NEW Program Training Coordinator

This was a successful conference where people learned new information at the "Ask the Experts" stations, visited the booths at the Career Fair and Vendor area, and enjoyed a lively and informative presentation from Vanessa Burns, Executive Director, African American Affairs Commission. The Glenda Boyd Advocate of the Year Award was presented to Roy Francis, Gateway Community College in recognition of his commitment to women's issues. Francene Breton was honored

with the
Tradeswomen of
the Year Award.



Peter E. (Ed) Reilly of the
Ironworkers Local #15 and Susan H.
Hoover present Francene Breton
with the Tradeswoman of the Year
Award; PCSW Executive Director
Leslie J. Gabel-Brett

Talent Bank

In compliance with our statutory mandate to “promote consideration of qualified women for all levels of government positions,” the PCSW maintains a Talent Bank of women. The purpose of the Talent Bank is to address the under-representation of women on state boards and commissions. In the fiscal year 2004-2005, there were 409 women listed in our Talent Bank.

In addition, the PCSW participates in Reflecting Connecticut/Reflejando a Connecticut, a collaborative project to increase diversity on state and municipal boards and commissions. Reflecting Connecticut/Reflejando a Connecticut is convened by DemocracyWorks, a non-profit advocacy group, and includes the Latino and Puerto Rican Affairs Commission and the African American Affairs Commission. Through this initiative, the PCSW’s Talent Bank is available as a resource for boards and commissions seeking appointees.

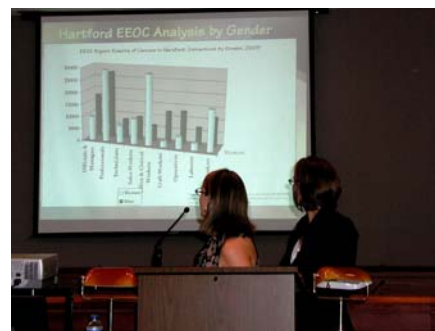
Internship Program

The PCSW continues to provide students with internship and volunteer opportunities throughout the year. We accept interns during the fall, spring, and summer and students can choose to intern for credit or work study, available to University of Connecticut students from all branches. This fiscal year, twenty-one students from schools throughout Connecticut, Massachusetts, and New York volunteered their time and worked on

projects such as Trafficking of Women and Children, Take Our Daughters and Sons To

Work Day, and updating various PCSW publications.

Interns Kristen Pavlik and Mandy Tiedeman present their report on the Glass Ceiling



Public Hearings

The statute authorizing the PCSW to collect data and provide research and analysis to state leaders enables the PCSW to hold public hearings.

In 2004, the PCSW held a public hearing to learn more about the experiences of working families and the obstacles they



face. PCSW scheduled two hearings in Danbury and New London. The Danbury hearing was cancelled due to inclement weather. The New London hearing was held on December 13. Common themes were the need for affordable dependent care; adequate public transportation, affordable housing, adequate wages, and public supports for the “working poor.” The following concerns and ideas were expressed by witnesses who testified:

above, top to bottom: Commissioner Patricia T. Hendel; Representative-Elect Ernest Hewett; Leslie J. Gabel-Brett, Representative James Spallone, Margaret Mary Curtin; far right: New London citizens provide testimony before the panel

- Many families exceed the income cutoff for childcare assistance, or their ill family members are too young to qualify for assistance programs for the elderly. *Testimony from: Cecelia Sullivan, Chere Aiudi-Washenko*
- Finding formal childcare is most difficult for those who need care during nontraditional hours. This presents a dilemma for parents who need to work at night to be home for their children during the day. *Testimony from: Cynthia Morgan, Women's Center of Southeastern Connecticut, Inc.*
- Older children with behavioral problems need care beyond the age cutoff of traditional day care. There are few childcare options available for these families. *Testimony from: Susan Zimmerman, Women's Center of Southeastern Connecticut, Inc.*
- Families are often forced into informal childcare arrangements, leaving their children with neighbors and other unqualified individuals. *Testimony from: Crystal Morgan, Women's Center of Southeastern Connecticut, Inc.*
- Even when families are lucky enough to have long-term disability leave, people with chronic illness need care beyond the scope of available leave time. Caretakers who take time off from work to care for their sick family members risk losing their jobs. *Testimony from: Chere Aiudi-Washenko*
- Because they work in low-wage jobs, many families in New London County cannot afford the gas, insurance, and repairs that are required to own a car. *Testimony from: Women's Center of Southeastern Connecticut, Inc.*
- The bus schedule is not conducive to early morning and late evening working hours. *Testimony from: Crystal Morgan, Margaret Mary Curtin, Rose Jones*
- Riding the bus is expensive; after bus fare, there is little money left for day care or other basic needs. *Testimony from: Crystal Morgan, Margaret Mary Curtin*
- Inadequate bus routes make traveling by bus time-consuming and inconvenient. *Testimony from: Crystal Morgan*
- Workers whose work schedules do not coincide with the bus schedule are forced to take a cab to work. This is expensive and cuts into wages needed for taking care of the family. *Testimony from: Margaret Mary Curtin*
- Some desirable neighborhoods for raising children, including rural areas, are not served by public transportation. In some cases, families must walk on busy streets without sidewalks just to access a bus stop. *Testimony from: Margaret Mary Curtin, Catherine Foley, Katherine Molochko, Women's Center of Southeastern Connecticut, Inc.*
- Southeastern Connecticut's economy is shifting from manufacturing to low-wage service jobs, such as the gaming and lodging industries. Due to this change, it is estimated that one in five households in the Groton, New London, and Norwich areas has a median household income of less than \$21,000, meaning it is harder for families in this area to afford adequate housing. *Testimony from: Women's Center of Southeastern Connecticut, Inc.*
- It was estimated that in 2001, there were more than 600 homeless persons in the New London County area. *Testimony from: Women's Center of Southeastern Connecticut, Inc.*
- Increased usage of shelters is partly due to a decrease in affordable housing options for women. *Testimony from: Women's Center of Southeastern Connecticut, Inc.*
- Household income must be \$15.33 per hour, or \$31,886 per year, to afford a two-bedroom rental apartment in the New London/Norwich area. *Testimony from: Women's Center of Southeastern Connecticut, Inc.*
- While there are programs designed to help low-income families in Connecticut, there are few public supports for the "working poor." *Testimony from: Women's Center of Southeastern Connecticut, Inc.*

Legislative Report

PCSW submitted oral or written testimony on 93 bills or issues before the Governor's Task Force on Contracting Reform, the Child Poverty council, and the following legislative committees: Appropriations, Commerce, Education, General Law, Government, Administration & Elections, Higher Education and Employment Advancement, Human Services, Insurance and Real Estate, Labor and Public Employees, Judiciary, Program Review & Investigations, Public Health, Select Committee on Children, and Select Committee on Housing.

The following are brief summaries of selected bills and budget items that the PCSW monitored because of their potential impact on the status of women and girls.

RESTORATION OF FUNDING FOR ESSENTIAL PROGRAMS

Medicaid- HUSKY A and B - Effective July 1, 2005 (PA 05-251 and PA 05-280)

The budget restored HUSKY A eligibility for adults up to 150% of the federal poverty level with \$39,004,505 appropriated for FY 06 and \$54,962,380 appropriated for FY 07. However, there is a cost-sharing requirement of a \$1.00 co-pay for outpatient visits and a \$25.00 per month/per adult premium for adults whose incomes exceed 100% of the federal poverty level. The imposition of premiums will require a federal waiver, which may delay implementation. Increased cost sharing was also implemented for recipients of HUSKY B. Presumptive eligibility for HUSKY A children was restored. The rules for expedited eligibility for pregnant women were changed such that emergency applications must be processed within 24 hours of receipt and non-emergency applications within 5 calendar days. \$1.5 million in funding for FY 06 & FY 07 was provided for new Katie Beckett slots, which allow children with severe mental health care needs to remain home rather than receive care in an institutional setting. Cash, medical and food benefits for legal immigrants were also maintained in the budget.

State Assisted General Assistance (SAGA) - Effective July 1, 2005 (Section 11 of PA 05-280)

The freeze on cost of living increases for SAGA recipients is continued for the biennium. A pilot program is established to provide medical coverage for 100 people who are 19 to 21 years of age, reside with their parents or relative caregiver, have been diagnosed with one or more mental disorders as defined in the DSM, have substantial functional impairment as a result of the mental disorder or chronic health condition and are ineligible for SAGA because their parents' or relative caregiver's income is too high.

Care 4 Kids Childcare Subsidy Program – Effective July 1, 2005 (PA 05-251)

The Care 4 Kids Childcare Subsidy Program was flat-funded this year. The recommendation to change eligibility requirements to allow children up to 75% of the federal poverty level in the program failed. The program remains open only to kids living at 55% of the federal poverty level.

ECONOMIC SECURITY/PAY EQUITY

PA 05-32, AA Increasing the Minimum Wage (sHB 6228) - Passed, effective October 1, 2005

This law increases the minimum wage to \$7.40 effective January 1, 2006 and to \$7.65 effective January 1, 2007.

sSB 1056, AA Providing for Additional Units for the Supportive Housing Initiative and for Financing of the Initiative by the Connecticut Housing Finance Authority - Concept Passed, effective July 1, 2005 (Section 31 of PA 05-280)

This law requires up to an additional 500 supportive housing units to be established through the "Next Steps Initiative," which is a joint effort between the Departments of Mental Health and Addiction Services, Social Services, Children and Families, Economic and Community Development and the Connecticut Housing Finance Authority.

sHB 6949, AAC School Readiness - Concept Passed, effective July 1, 2005 (Section 4 of PA 05-245)

This law establishes a grant program that will provide scholarships to assist early childhood educators with obtaining their credentials in early childhood education or child development.

PA 05-244, AAC The Implementation of Recommendations Made by the Child Poverty Council (sHB 5482) - Passed, effective upon passage, except for the promotion of the federal earned income tax credit, which is effective October 1, 2005

This bill requires that the Office of Policy and Management establish procedures to improve access to services that diminish poverty or negative outcomes related to poverty and requires state contracted programs to utilize performance-based standards and outcome measures related to child poverty. In addition, DSS, in conjunction with the Child Poverty Council, is required to promote greater utilization of the federal earned income tax credit and enhance financial literacy and self-sufficiency programs.

SB 1018, AAC Family and Medical Leave - Failed

This bill would have allowed all full-time state employees to use up to ten days of accrued paid sick leave each year for the birth or adoption of a child or to care for a seriously ill child, spouse or parent. The General Assembly passed a law in 2003 requiring this benefit for some private sector employees. This year's bill would also have extended the state Family and Medical Leave Act protections to municipal, public and private school employees.

SB 1346, AAC Paraprofessionals, School Nurses and Pay Equity - Failed

This bill would have required the Department of Education to conduct a study regarding pay equity in the education profession. Also, a "career ladder" would have been established for paraprofessionals through which scholarships would have been provided to assist them with obtaining a teaching certification.

HB 5398, AA Guaranteeing Full-Time Employees at Least Seven Sick Days Per Year - Failed

This bill would have required all employers with fifty or more employees to provide at least seven paid sick days per year for each full-time employee.

sSB 6708, AAC The Workforce Readiness of the Jobs First Program Participants – Failed

This bill would have required the Department of Labor to do a thorough assessment of Jobs First recipients to ensure that barriers to successful workforce participation, such as poor reading or math skills, are recognized. In addition, DOL would have been required to increase basic education programs to participants, including literacy, numeracy and English as a Second Language. The bill included an appropriation of \$18 million.

sHB 6875, AAC Administration of the Temporary Family Assistance Program – Failed

This bill would have increased the number of TFA recipients who could satisfy work requirements through participation in educational activities directed toward the attainment of a high school diploma or its equivalent, or through participation in vocational education training. Also, extensions of benefits would have been permitted for recipients unable to find jobs because they live in areas of high unemployment.

WOMEN AND BUSINESS DEVELOPMENT

PA 05-238, AAC Groups Covered Under the State Employee Health Plan and Association Group Plans (sHB 6655) - Passed, effective upon passage

This law extends the advantage of risk pooling to the Municipal Employee Health Insurance Plan (MEHIP) and other association group plans that provide group insurance to small employers, which will significantly reduce health insurance premiums offered through such programs.

PA 05-189, AAC the Expiration of Gift Cards (sSB 123) - Passed, effective October 1, 2005

This law provides a period of fifty years before a gift card can be considered to have expired. This protects consumers and reduces the amount of paperwork that small business owners must do in order to report abandoned property to the State Treasurer.

WOMEN AND HEALTHCARE

PA 05-120, AA Providing the Commissioner of Social Services with Authority to Seek a Medicaid Waiver for Family Planning Services (sHB 6542) - Passed, effective July 1, 2005

This law authorizes the Department of Social Services to seek a federal waiver to allow Medicaid to cover family planning services to adults in households with income up to 185% of the federal poverty level who are not otherwise eligible for Medicaid coverage. Under this plan, the federal government pays 90% of the costs for services, while the state pays 10% of the costs.

PA 05-117, AAC School Nutrition (sSB 1309) - Vetoed

This law would have prohibited the sale of soda in elementary and middle schools, allowing only water, dairy and non-dairy milk, 100% fruit or vegetable juice, and beverages with no added natural or artificial sweeteners to be sold in such schools. High schools would have been permitted to sell only sugar-free soda and electrolyte replacement drinks starting one half hour after the last lunch period. Additionally, elementary schools would have been required to provide twenty minutes a day during which there is an opportunity for students to engage in physical activity. Schools would also have the option to establish Wellness Committees to address the nutritional and physical activity policies of their school.

PA 05-69, AAC Health Insurance Coverage for Breast Cancer Screening (sSB 30) - Passed, effective October 1, 2005

This law requires certain health insurers to provide coverage for comprehensive ultrasound screening if a physician recommends the procedure for a woman classified within certain categories under the Breast Imaging Reporting and Data System established by the American College of Radiology.

PA 05-196, AAC Health Insurance Coverage for Infertility Treatment and Procedures (sSB 508) - Passed, effective October 1, 2005

This law requires individual and group health insurers to cover medically necessary infertility diagnosis and treatment expenses for adults up to age 40, with certain lifetime maximum benefit restrictions.

PA 05-275, AAC Medical Malpractice (sSB 1052) - Passed, some sections are effective upon passage, while others are effective October 1, 2005

This comprehensive law reforms civil litigation rules, insurance regulations and medical provider regulations, in order to reduce medical malpractice insurance rates.

SB 87, AAC Eligibility for the State-Funded Portion of the Home-Care Program for the Elderly - Failed

This bill would have increased eligibility for the state-funded portion of the Home-Care Program by increasing the amount of assets that people can keep and still be eligible.

SB 607, AAC The Use of Preferred Drug Lists and Prior Authorization Procedures by the Department of Social Services of any Entity that Administers a Medicaid Managed Care Health Plan – Failed

This bill would have ensured basic consumer protections regarding prescription drug coverage for Medicaid, SAGA and ConnPACE participants such as expedited prior approval responses and appeals, an immediate authorization of a fifteen day prescription supply when prior approval has not yet been obtained, and prohibition against requiring prior approval for a second time once it has been determined that an individual needs a specific drug.

sHB 6960, AAC Gender Specific Behavioral Health Services and Substance Abuse Services – Failed

This bill would have required that all behavioral health services and substance abuse services provided by the state, or by private providers under contract with the state, be gender specific. A competitive grant program also would have been established to encourage best practices in the delivery of gender specific treatment.

FAMILY LAW

PA 05-258, AAC Arbitration in Certain Family Relation Matters (sSB 1194) - Passed, effective October 1, 2005.

This law allows couples seeking a divorce to submit their disputes to binding arbitration, with the exception of disputes regarding child custody or visitation.

SB 1302, AAC Continuation of Health Insurance Coverage After a Divorce, Legal Separation or Annulment - Failed

The bill would have required that, in the event of a divorce, legal separation or annulment, health and dental insurers must allow an employee to continue to cover his or her former spouse under the same terms as such person was previously covered.

CIVIL RIGHTS

PA 05-10, AAC Civil Unions (sSB 963) - Passed, effective October 1, 2005

This law allows two people of the same gender to enter into a civil union and be afforded all of the rights and benefits of civil marriage offered by the state of Connecticut.

sSB 283, AAC Paid Leave for Volunteer Firefighter Training and Requirements for Affirmative Action Training for Certain State Employees - Concept Passed, effective October 1, 2005 (sSB 96, AAC Government Administration)

This law reduces the number of hours that the PCSW, in conjunction with the Commission on Human Rights and Opportunities, must train Affirmative Action Officers from ten hours to five hours annually after the first year.

SB 1156, AAC Discrimination Awards Received by Recipients of State Assistance - Concept Passed, effective October 1, 2005 (Section 44 of PA 05-280)

This law prohibits any money received as part of a settlement or award in a housing or employment discrimination case to be considered income for the purposes of determining eligibility under various state assistance programs, such as Medicaid, TFA and SAGA.

POLITICAL PARTICIPATION

PA 05-235, AAC Absentee Voting, Elections Enforcement, a Voting Technology Standards Board, Nomination Procedures, Training for Election Officials, Campaign Finance Reporting, Restoration of Voting Rights and Voter Registration (sSB 6669) - Passed, effective July 1, 2005 and January 1, 2006

This law permits voter registration up to seven days prior to an election, prohibits registrars from requiring ex-felons to provide a copy of their discharge letter upon registration, expands the duty and authority of registrars to supervise absentee voting, and establishes a Voting Technology Standards Board to ensure the accuracy of electronic voting machines.

VIOLENCE AGAINST WOMEN

sSB 501, AAC Additional Appropriations for Domestic Violence Shelters - Concept Passed, effective July 1, 2005 and July 1, 2006 (PA 05-251)

The budget includes funding in the amount of \$500,000 to be reallocated from the Judicial Branch to the Department of Social Services over the next two fiscal years that will enable some domestic violence shelters to have on-site paid staff, twenty-four hours per day.

SB 892, AAC Consensual Sexual Activity Between Adolescents Close in Age to Each Other – Failed

This bill would have decriminalized consensual sexual intercourse and sexual contact between youths who are close in age to one another. Under this proposed law, adolescents engaging in consensual sexual activity would only be charged with statutory rape if one party is more than two calendar years older than a 13-year-old or more than three calendar years older than a 14-year-old. The bill leaves unchanged the law making anyone, regardless of age, guilty of this crime if such person has sexual contact with a person under age 13.

CRIMINAL JUSTICE AND CORRECTIONS

PA 05-250, AAC Children of Families with Service Needs (sHB 6978) - Passed, effective October 1, 2007

This law prohibits holding children whose families have been adjudicated as a Family with Service Needs (FWSN) in juvenile detention or classifying them as delinquent solely for violating a court's FWSN order.

SB 172, AAC The Reduction of Disproportionate Minority Representation in the Juvenile Justice System -Failed

This bill would have required the Judicial Department to establish cultural competency planning to address the barriers of race and ethnicity for youth in the juvenile justice system. A pilot program also would have been established through the Judicial Department and DCF that would have provided a community mapping system to assess the availability and adequacy of alternatives to incarceration.

HB 6359, AA Implementing the Recommendations of the Girls Services Steering Committee - Failed

This bill would have required the Court Support Services Division to create community-based services for female adolescents that are gender specific and trauma-based.

Interagency Task Force on Trafficking in Persons (established in 2004 by SA 04-8)

Although the Interagency Task Force on Trafficking in Persons, which is staffed by the PCSW, did not offer any legislation during the 2005 legislative session, it has met thirteen times since its inception in October 2004. The Task Force continues to research the extent of trafficking in Connecticut, the adequacy of current state penal codes to address trafficking, and the types of services that are currently available or needed to assist victims of human trafficking. The Task Force will submit its findings to the CGA on January 1, 2006, which will include recommendations for addressing human trafficking in Connecticut.

Collaborations

the PCSW continued its collaborations with state agencies, officials and community-based groups addressing the status of women in Connecticut. It is through collaborating and sharing expertise that some of our greatest advances are made.

Women and Economic Security

- Associate Legislative Analyst Natasha M. Pierre convened the **Paid Family Leave Workgroup**, a coalition of organizations, including women's organizations, civil liberties organizations, and labor unions who represent a variety of constituents and who have an interest in constructive ways of addressing family friendly work policies.
- Executive Director Leslie J. Gabel-Brett served as **Trustee of the CT Women's Hall of Fame**.
- Commissioner Patricia T. Hendel, Executive Director Leslie J. Gabel-Brett, and Associate Legislative Analyst Natasha M. Pierre continued to meet with New England women's commissions and the **Region I Office of the Women's Bureau of the United States Department of Labor**. The **New England Coalition of Commissions for Women** collaborates on issues of relevance to women in New England.
- Public Information Officer Barbara Potopowicz served on the **state public policy committee** of the **National Association of Women Business Owners—CT Chapter**.
- Executive Director Leslie J. Gabel-Brett served on the **Implementation Committee of the CT Employment and Training Commission**.
- Nontraditional Employment for Women (NEW) Program Administrator Pamela Dove and Training Coordinator Doreen Fredette served on the **Joint Apprenticeship Training Directors Committee of Connecticut** to advance the role of women in the trades.
- Public Information Officer Barbara Potopowicz served on the advisory committee to the U.S. Small Business Administration (SBA) program at the **Entrepreneurial Center of the Hartford College for Women**.
- Executive Director Leslie J. Gabel-Brett was the Co-Chair of and Associate Legislative Analyst Natasha M. Pierre served on the **Career Ladder Advisory Committee**, established pursuant to Public Act 03-142.
- NEW Program Administrator Pamela Dove, Training Coordinator Doreen Fredette and Special Projects Director Susan H. Hoover represented PCSW on the **State Apprenticeship Council**.
- Special Projects Director Susan H. Hoover convened the **NEW Steering Committee**, a coalition of unions, employers, state agencies, and advocates dedicated to improving conditions for women who want to work in nontraditional occupations.
- Public Information Officer Barbara Potopowicz represented the PCSW on the **Statewide Microenterprise Network committee** established by the Community Economic Development Fund. This group was formed to further the efforts of micro businesses in Connecticut.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on **W.O.M.E.N.** (Women of Color on the Move, Empowering and Networking), a collaboration of women of color who are committed to informing communities of color of leadership opportunities.

Women and Families

- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Child Day Care Council**.

- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Legislative Collaborative for Early Care and Education**.
- Public Information Officer Barbara Potopowitz was a member of the **Fatherhood Initiative Task Force** convened by the CT Department of Social Services.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Early Care and Education Finance Project**.
- Executive Director Leslie J. Gabel-Brett represented the PCSW in the **Early Care and Education Alliance**.
- Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Family Law Workgroup**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Early Childhood Partners**.

Women in Democracy

- Executive Director Leslie J. Gabel Brett served as a member of the board of the **Citizenship Fund**, which is established by the Secretary of the State to oversee community education and civic participation regarding voting and elections.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Coalition for Effective Democracy**.
- Public Information Officer Barbara Potopowitz represented PCSW on the **Reflecting Connecticut** project. This collaboration of the African-American Affairs Commission, the Latino & Puerto Rican Affairs Commission, DemocracyWorks and others works to increase the representation of women and people of color on state and municipal boards and commissions.

Women and Girls in Education

- Special Projects Director Susan H. Hoover was a member of the **Girls and Technology Network**, a broad-based coalition working to increase access to collaborative learning experiences using technology.
- Special Projects Director Susan H. Hoover was a member of the planning committee for the annual conference of the **New England Women's Studies Association**.

Women and Health Care

- Executive Director Leslie J. Gabel-Brett served on the Board of Directors of the **CT Women's Consortium**, an organization serving women and their children with behavioral health needs.
- Commission Vice-Chair Susan O. Storey represented the PCSW on the **Multicultural Health Advisory Commission**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Greater Hartford Fetal and Infant Mortality Review Board**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the Urban League project, **Ujima**, which provided education and services on HIV / AIDS.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Women's Disability Network**.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Health Care for All**.

- Executive Director Leslie J. Gabel-Brett served on the Board of Directors of the **Universal Healthcare Foundation of Connecticut**, a non-profit health care foundation.
- Special Projects Director Susan H. Hoover represented PCSW on the **Obesity Advisory Council**, convened by the Connecticut Department of Public Health.
- Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW at the **CT Coalition for Choice**.

Women in Poverty

- Executive Director Leslie J. Gabel-Brett was appointed to serve as an alternate on the **TANF Advisory Council** of the Connecticut General Assembly.
- Associate Legislative Analyst Natasha M. Pierre represented PCSW at **One CT** meetings.

Women and Criminal Justice

- Executive Director Leslie J. Gabel-Brett served as Co-Chair and Public Information Officer Barbara Potopowitz served as a member on the **Sexual Harassment Working Group of the Department of Correction**. This committee was formed as a result of a court-ordered federal Stipulated Agreement that named the PCSW as an oversight agency to the DOC regarding sexual harassment issues.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **Commission on the Collection of Evidence in Sexual Assault Investigations**, and chaired its **Technical Guidelines** committee.
- Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the Public Policy Committee of the **CT Sexual Assault Crisis Services (CONNSACS)**.
- Public Information Officer Barbara Potopowitz represented the PCSW on the Steering Committee of the **Women's Support Program**, an alternative to incarceration program located at Capital Region Mental Health Center.
- Associate Legislative Analyst Natasha M. Pierre served on the **CT Department of Public Health and Perinatal Health Advisory** committee.
- Executive Director Leslie J. Gabel-Brett and Associate Legislative Analyst Natasha M. Pierre represented the PCSW on the **CT Department of Children and Families' Steering Committee for Juvenile Justice for Girls**.

Women and Civil Rights

- Associate Legislative Analyst Natasha M. Pierre represented PCSW in the **Anti-Discrimination Workgroup**.

public information

the PCSW provides a variety of public information services throughout the year

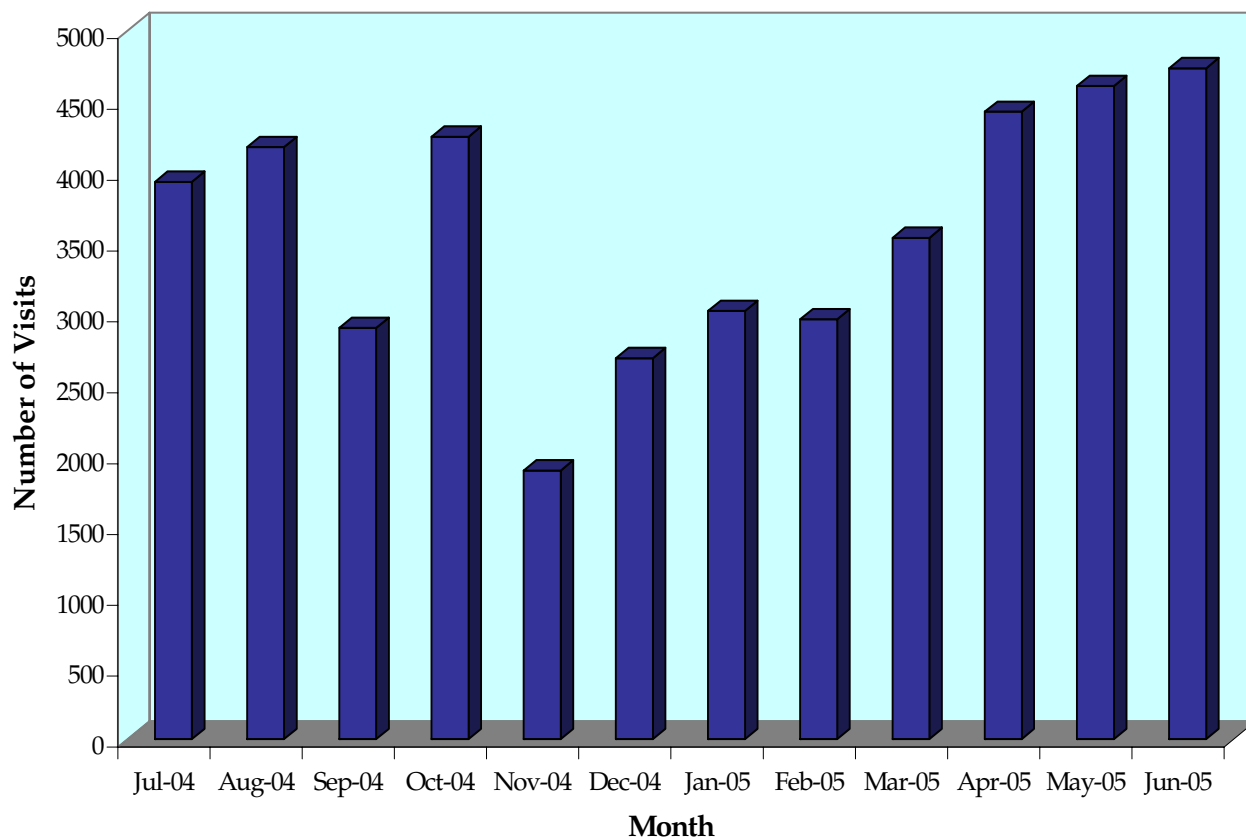
Website Activity

Our website continues to be a popular resource for both our partnering organizations and the general public. This fiscal year our website was visited 43,156 times. While the majority of our visitors are from throughout the United States, we also had visitors from 99 other countries, including the Netherlands, the United Kingdom, France and Canada.

While most people visit the homepage, the Women Owned Business section of the website continues to be the next most accessed page with 1,803 visits. The PCSW publication *Selected Highlights in Women's History*, both the 2004 and 2005 versions, was the most downloaded publication with 973 downloads. The most active day of the week for visits continues to be Tuesday and the least active day is Saturday.

website activity for 2004-05

Total Visits to the PCSW Website, July 2004 - June 2005



Other Media

This fiscal year our office answered 59 press calls, including newspaper and radio interviews. In addition, the Connecticut Television Network (CT-N), a public access television network based at the Connecticut State Legislature, covered many events and meetings in which we participated. Coverage included *Making Women Visible Day*, *Interagency Task Force on Trafficking in Persons* meetings, and *Connecticut Women Entrepreneur's Day*, which were broadcast statewide.

Sexual Harassment Prevention Training

During this fiscal year, the PCSW provided Sexual Harassment Prevention Training to state employees. This training is provided at no cost to state agencies. During this fiscal year, PCSW Public Information Officer Barbara Potopowitz trained employees and interns of Legislative Management, legislators of the General Assembly and employees from the Department of Information Technology, the Department of Public Health, the Department of Revenue Services, the Department of Administrative Services, the Department of Banking, the Department of Education, the Department of Mental Health and Addiction Services, the Department of Labor, the Connecticut Agricultural Experiment Station, State Services for the Blind, the State Library, and PCSW's Prospective Apprenticeship Training Program. Over 1,854 participated in training programs this fiscal year.

PCSW Public Information Officer Barbara Potopowitz served on an interview panel for the Department of Correction to help them choose a sexual harassment training consultant. She and PCSW Department of Correction Sexual Harassment Consultant Beverly Hodgson also continued to observe and provide feed-back on trainings conducted by Department of Correction training instructors. These included the facilities of Bergin CT, York CI, Walker-McDougall CI, Carl Robinson CI, Cheshire CI, Bridgeport CI, and the Department of Correction Central Office. There were a total of 45 visits in this fiscal year.

Affirmative Action Officer Training

Pursuant to P.A. 03-151, *An Act Concerning Affirmative Action Officers*, the PCSW provides joint training with the Commission on Human Rights and Opportunities to all Affirmative Action personnel and Attorney General designees at state agencies. PCSW Public Information Officer Barbara Potopowitz and CHRO Senior Staff Attorney Joan Parker conducted four two-day training sessions for 50 state employees. In addition, the statute requires each Affirmative Action and Attorney Designee employee to attend a follow-up ten hour training each year. This was also provided to over 250 state employees.

speaker's bureau

Through our speaker's bureau, staff spoke at 37 events.

Topics Included:

Advocacy Skills for Directors
Are We There Yet? Women's Continuing Progress
Economic Impact of Childcare and Early Education
Gender and Aging

The Legislative Process
Nontraditional Occupations for Women
PCSW and the Legislative Process
Perspectives on the Status of Women
Professional Development for Deans of Students
Trafficking of Women and Children
Who We Are and What We Do
Women, Aging, and Poverty
Women and Poverty
Women in the Trades: Helping Women Build their Futures
Women's Health and Research
Women's History Month
Women's Issues and the State Legislature
The Workforce of Today and Tomorrow

Organizations Included:

93.7 Radio Station - Morning Show
Advocacy Unlimited
Bristol Community Organizations, Inc.
Bullard Havens Vocational Technical School
Connecticut Association for Community Transportation
Connecticut Association of Human Services Family Economic Security Conference
Connecticut Association of Affirmative Action Professionals
Connecticut *Charts A Course* Accreditation, Continuing Education Department
Connecticut Healthy Mothers
Eli Whitney Technical High School
Hartford Adult Education
Infoline: CT Health Mothers, Healthy Babies
Institute of Living
League of Women Voters
MIT Workplace Center: Legal Momentum
National Association of Women in Construction
Philanthropic Educational Organization
Southern Connecticut State University Graduate Program
Southwestern Libraries Association
Technical High School System
Trinity College
Twenty First Talk, a Cable TV Show
University of Connecticut Health Center, Storrs Campus
University of Connecticut School of Law
University of Connecticut School of Social Work
University of Connecticut Women's Center
University of Connecticut Women's Law Rights Clinic
University of Hartford Women's Center
WF Kayner Technical School
WHUS Radio Station - Current Issues Show
WQUN-Lesley Mills' Women's Issues Radio Show

requests for information, referral and publications

In 2004/2005, the PCSW documented 394 calls for information and referral in our formal tracking system. Our staff responds to approximately 20-30 additional calls per week from individuals seeking information. Callers need information regarding child support, credit discrimination, employment discrimination, housing discrimination, internship opportunities with the PCSW, legislative issues, nontraditional occupations, the roles and responsibilities of the Permanent Commission on the Status of Women, pregnancy and family and medical leave, sexual harassment, the Talent Bank and issues affecting women business owners.

In many cases, the PCSW sends out informational materials as a result of information and referral calls. Individuals, legislators, and businesses contact the PCSW through phone, email, regular mail, and by visiting the office to request printed materials. The PCSW documented 499 requests for information in our formal tracking system, and 1,289 educational publications were sent out in response. Hundreds of additional materials were passed out at various PCSW events, meetings, and speaking engagements.

The booklets and other materials distributed were as follows:

Annual Legislative Summary, detailing the Commission's legislative agenda for the prior year and summarizing the outcome of bills that affect the status of women.

Annual Report, detailing the Commission's activities during the calendar year, including legislative work, PCSW special projects and public information.

A Directory of Women's Organizations in Connecticut, listing women's organizations in Connecticut and contacts at those organizations. Updated in alternate years.

Balancing Work and Family, A Connecticut Solution, summarizing the testimony given at hearings conducted by the PCSW.

Briefing Papers on Women's Health, February 2005, a joint publication with the Connecticut Women's Health Campaign (CWHC) features the legislative agenda of the CWHC and highlights information on specific health topics.

Continuing Progress for Connecticut Women, highlighting the accomplishments of the PCSW and women and girls in Connecticut over the past 32 years.

Facts About the Status of Women in Connecticut, providing statistical information about the status of women in the state. 1996, 1997, 1998, 1999, 2000, 2001, 2002 editions

Getting Appointed to State Boards and Commissions, an informational packet for women seeking to serve on state boards and commissions.

PCSW brochures, *Who We are and What We Do* (in English and Spanish), *Internship Program*, *The Talent Bank*, *Congressional District Advisory Councils*, *Women-Owned Business Project*.

PCSW Website, with information about PCSW activities, legislative action and important developments affecting women

Sexual Harassment Prevention Training Consultants, listing individuals and companies offering sexual harassment prevention training throughout Connecticut and New England.

Talent Bank Listing, containing information about women interested in serving on governmental boards and commissions

The Economic Status of Workers in Caregiving Professions and The Concerns of Women Business Owners summarizing the testimony given at hearings conducted by the PCSW.

Fact Sheets on issues affecting the status of women in Connecticut.

Publications on Women In Nontraditional Occupations

Nontraditional Jobs for Women: A Resource Guide for Counselors and Women in Connecticut, describing various resources for women interested in entering nontraditional occupations.

Nontraditional Occupations Information Packet, providing information about apprenticeship programs and about the Nontraditional Occupations Project at the PCSW.

Additional publications as a result of collaboration with others

Connecticut Career Ladder Advisory Committee, Three Year Strategic Plan, Submitted to the General Assembly February 2004 by the Office for Workforce Competitiveness. PCSW was a member of this committee

Legislative Study Committee on Trafficking of Women and Children in Connecticut, chaired by Representative Andrea Stillman, report prepared by the PCSW, February 2004. PCSW staffed this committee.

Connecticut Department of Public Health, Legislative Report to the General Assembly – Recommendations on Gynecological Services for Women with Disabilities, January 2004. PCSW was instrumental in helping to pass the legislation that directed this report.

formal complaints to the connecticut commission on human rights and opportunities

The PCSW receives hundreds of telephone inquiries from individuals seeking information about laws prohibiting sex discrimination, and about state services and programs for women and girls. The PCSW is mandated to receive complaints of sex discrimination and to assist complainants in filing formal charges with the Connecticut Commission on Human Rights and Opportunities (CHRO). In many cases, we send out informational booklets and other materials to assist callers with questions about sexual harassment, family and medical leave, starting their own businesses and many other issues.

In 2004/2005, we received 29 requests for formal complaint assistance. Of those requests, 8 resulted in the filing of formal complaints with the Commission on Human Rights and Opportunities. Most of the inquiries about formal complaints concerned sex discrimination in employment and pregnancy discrimination.

budget

July 1, 2004 to June 30, 2005

Agency Budget

Appropriated FY 2004/2005

Personal Services	488,742
Other Expenses & Equipment	66,017
Agency Total	554,760
Other Income	
Contributions 2004-05	
Nontraditional Employment for Women (NEW) Program	
CT Department of Labor	40,000
Capital Region Workforce Development Board	50,000
Total - NEW Program	90,000
Women in the Trades and Nontraditional Occupations Conference	19,067
Women Entrepreneurs' Day	3,034
Total Other Income	109,067

supporters

we are grateful to these state agencies, corporations and individuals whose donations
made it possible to conduct PCSW projects and programs

African American Affairs Commission
A Victorian Sentiment, Bed & Breakfast & Spa
Connecticut Carpenters
Carpenters Local 24, JATC
Capital Workforce Partners
Connecticut Department of Administrative Services
Connecticut Department of Correction
Connecticut Department of Labor
Connecticut Department of Transportation
Connecticut Procurement Technical Assistance Program
Connecticut State Capitol Police
Connecticut State Police
Entrepreneurial Center, Hartford College for Women/University of Hartford
General Dynamics Electric Boat
Girl Scouts of North Haven
Groton-New London Airport
The Hartford Courant
International Masonry Institute
Ironworkers Local Union 15
Joint Apprenticeship Training Directors Committee of Connecticut
Konover & Associates
National Association of Women Business Owners, CT Chapter
New England Laborers Training Trust Fund
N.E.C.A. & I.B.E.W. Local 90, 35 and 488, JATC
O & G Industries
Operating Engineers Local 478 JATC
Plumbers & Pipefitters Local 777 JATC
Sheet Metal Workers' Local 40 JATC
Tilcon Connecticut, Inc.
Tully Health Center of Stamford Hospital
U.S. Department of Labor, Women's Bureau
U.S. Small Business Administration
Woman Magazine
Women's Center of Danbury
Yale School of Medicine

Permanent Commission on the Status of Women

Staff Members

Leslie J. Gabel-Brett, Executive Director
Susan H. Hoover, Special Projects Director
Barbara Potopowitz, Public Information Officer
Natasha M. Pierre, Associate Legislative Analyst
Liza Andrews, Interim Legislative Analyst
Rosemary Lopez, Senior Administrative Assistant
Lillie Wright, Senior Administrative Assistant
Christa M. Homola, Legislative Secretary
Nontraditional Employment for Women (NEW) Program Staff
Pamela Dove, Program Administrator
Doreen Fredette, Training Coordinator

Work Study Students

Jinny Klimas, University of Connecticut
Katherine McGinnes, University of Connecticut School of Law

Interns

Summer 2004

Brenna Barrilari, University of Connecticut
Laura Beaver, Bentley College
Elizabeth Malerba, Allegheny College
Robin Miller, Wellesley College
Taylor Woods, University of Connecticut

Fall 2004

Liza Andrews, University of Connecticut School of Social Work
Yashid Joseph, University of Connecticut
Katherine McGinnes, University of Connecticut School of Law
Jennifer Nelson, University of Connecticut School of Law

Spring 2005

Liza Andrews, University of Connecticut School of Social Work
Sarah Hoyle, Trinity College
Katherine McGinnes, University of Connecticut School of Law
Sarah Morrison, University of Connecticut
Robert Ricketts, University of Connecticut School of Law
Elissa Torto, University of Connecticut School of Law

Summer 2005

Aryn Kyer, Smith College
Kristin Mikolowsky, Vassar College
Kristen Pavlik, Southern Connecticut State University Graduate Program
Kara Pipoli, College of the Holy Cross
Diana Spiegle, Quinnipiac University
Mandy Tiedeman, St. Joseph's College



Connecticut General Assembly
Permanent Commission on the Status of Women

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